

## ALTERNATIVE METHODS OF EMPLOYING ANNUITANTS

### A. C.I.A. Retirement System

#### 1. Recall

- a. Director may with the consent of any retired participant recall participant to duty in the Agency whenever he shall determine such recall is in the public interest.

#### b. Characteristics

Excepted appointment  
Full salary in lieu of annuity  
Contributions to the retirement fund (6 1/2%)  
Recomputation of annuity when reverted back to retired status  
Deductions for F.E.G.L.I. and hospitalization  
Annual leave same basis as other employees  
Sick leave restored if rehired before three years have elapsed

#### 2. Reemployed annuitant

- a. A participant retired may be employed in any appointive position for which he is qualified

#### b. Characteristics

Excepted appointment  
Salary offset by amount of annuity  
No contributions to the fund  
No Social Security deductions  
Recomputation of annuity prohibited  
Continues hospitalization as retiree  
No premiums for F.E.G.L.I.  
Annual leave on same basis as other employees  
Sick leave restored if rehired before three years elapsed

#### 3. Reemployed annuitant - Contract employee

#### a. Characteristics

Appointed by contract  
Salary offset by amount of annuity  
No contributions to the fund  
No Social Security deductions

Recomputation of annuity prohibited  
Continues hospitalization as retiree  
No premiums for F.E.G.L.I.  
Leave benefits - determined by employing office

4. Reemployed annuitant - Independent contractor

a. Characteristics

Hired by contract  
No salary offset  
No contribution to the fund  
No Social Security deductions  
Recomputation of annuity prohibited  
Continues hospitalization as retiree  
No premiums for F.E.G.L.I.  
No leave benefits

*(Employee may "opt-out")*

B. Civil Service Retirement System

All features the same as under the C.I.A.R. system with one exception. Reemployed annuitants can apply for supplemental annuity after one full years service. (Except Independent contractor) supplemental annuity will be 2% of full salary (Not 2% of hi-five average)

C. General

In all cases the total of the annuitant's retirement annuity and his contract fee cannot exceed his annual salary at the time of his retirement. Also, all agreements are of a temporary nature and can be terminated at the will of the employer.

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5			
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<p><i>Thanks. This is fine!</i></p>			
ACTION		DIRECT REPLY	PREPARE REPLY
APPROVAL		DISPATCH	RECOMMENDATION
COMMENT		FILE	RETURN
CONCURRENCE		INFORMATION	SIGNATURE
<p><b>Remarks:</b></p> <p>You will recall [ ] request for some sort of a check list on means by which we can employ annuitants under both systems.</p> <p>Attached is [ ] first such list. Before we refine it some, do you think this is the type of thing that [ ] had in mind?</p> <p><i>To 2/ Before we go to final, is it?</i></p>			
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